

# Southern Counties Regional Partnership

## Workforce, Education & Training



October 29, 2010

California Department of Mental Health  
Wendy Desormeaux  
MHSA Workforce Education and Training – Regional Partnerships  
Workforce Education and Training Unit  
1600 9<sup>th</sup> Street, Room 150  
Sacramento, CA 95814

Re: Submission of the Mental Health Services Act (MHSA) Regional Partnerships Annual Implementation Report

Dear Wendy:

On behalf of the Southern Region Mental Health Directors, the County of San Bernardino Department of Behavioral Health (DBH) is submitting the Regional Partnership Annual Implementation Progress Report, as required per an email from you dated September 14, 2010.

The Southern Counties Regional Partnership is a collaborative effort between ten counties. Due to the large geographic area covered by this collaborative, the group has identified subgroups within the larger organization. The "upper" Southern counties are Santa Barbara, Kern, San Luis Obispo and Ventura. The "lower" Southern counties are San Diego, Orange, Riverside, Imperial, Tri-Cities and San Bernardino.

Funding for the Southern Counties Regional Partnership (SCRCP) was approved on February 5, 2009, consistent with the requirements in DMH Info Notice 08-20. Since that time the SCRCP has begun infrastructure building in order to implement activities identified through this collaborative process. The SCRCP developed a regional work plan which includes goals to coordinate regional education programs, disseminate information and strategies throughout the region, develop common training opportunities and share programs that increase diversity of the public mental health system workforce, when those programs are more easily coordinated at a regional level.

We welcome your comments and feedback in response to this exciting report. Should you have any questions or comments, please contact Mariann Ruffolo, County of San Bernardino Workforce Education and Training Coordinator at (909) 252-4041.

Sincerely,

  
Allan Rawland, MSW, ACSW  
Director, Department of Behavioral Health  
County of San Bernardino

Enclosure

AR:MR

CC: Behavioral Health Commission  
Southern Region Mental Health Directors  
Southern Region WET Coordinators  
Greg Devereaux, County Administrative Officer, County of San Bernardino  
Linda Haugan, Assistant County Administrator, County of San Bernardino  
Monique Amis, Administrative Analyst, County of San Bernardino  
Adrienne Shilton, CIMH  
Stephanie Welch, CMHDA

# Mental Health Services Act REGIONAL PARTNERSHIP Implementation Progress Report

Region: Southern Counties Regional Partnership

Fiscal Sponsor County: San Bernardino

Counties: San Luis Obispo, Santa Barbara, Ventura, Kern, Tri-City Mental Health, San Bernardino, Riverside, Imperial, Orange, San Diego

*Please include a brief introductory paragraph either here or in a cover letter describing the Regional Partnership.*

<b>Date Regional Partnership Funding Approved:</b>	February 5, 2009	<b>Time period for this report:</b>	February 5, 2009 through June 30, 2010
<b>1) Major Goals/Priorities:</b> <i>If the regional partnership has developed a work plan, a copy of the work plan can be utilized in this section. Include information on why the priorities in the work plan were identified.</i>			
<p>Please see the attached plan for a description of each of the priorities. A comprehensive review of all of the southern counties Workforce Education and Training (WET) plans was conducted to assist in identifying priority areas where a regional approach was most cost effective and reduced duplication of county efforts. The following describes each priority as they were identified by the region:</p> <ul style="list-style-type: none"><li>• Workforce Education and Training coordination was identified as a priority given the need for staff to provide the infrastructure development and project management leadership for the other priorities for the "lower" southern counties.</li><li>• Technical Assistance for the Upper Southern Region: Counties identified a need for project management support to the smaller "upper" Southern counties who lack existing staff resources to support additional projects.</li><li>• A review of existing WET plan priorities revealed the need to develop creative projects that support regional workforce innovations.</li><li>• Several southern counties identified core competency development as a priority in their local WET plans. Consequently, the southern regional partnership recommended leveraging regional funds to develop more general behavioral health competencies.</li><li>• Outreach to Educational Institutions and Programs, building on the success of many counties in the Southern region, is a goal of the partnership.</li><li>• The development of Career Pathways in Behavioral/Mental Health is a priority of the counties in the Southern region. This action will support activities that the counties are all participating in at a county level, such as high school career fairs, engaging Regional Occupation Programs (ROP), and additional work with both secondary and postsecondary education.</li><li>• Almost all of the counties either already have or are in the process of developing internship and/or volunteer programs.</li></ul>			

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Sharing best practices as well as training information to allow interns to be universally hired by other southern counties will offer the southern region counties a great opportunity to expand the public mental health workforce.

- Financial Incentives to Increase Workforce Diversity was identified as a goal in almost all of the county local WET plans. Counties are eager to share best practices and strategies for navigating county systems to create a more inclusive workforce.

### **2) Description of Activities:**

*The report should identify the activities listed in the initial "Application for Funding" provided to the Department, as well as activities added since that time. Include the progress of the activities. If an activity was discontinued or changed please explain why.*

The following is the status of the activities listed in the initial "Application for Funding":

#### Infrastructure development and building:

- Develop an MOU to be signed by the Directors of all counties participating in the regional partnership and approved by their respective Boards of Supervisors. – This activity is complete. The MOU is signed through June 2012. The SCRPP is in the process of starting the renewal process to extend the MOU indefinitely.
- Develop the job descriptions for two Regional Coordinators. – The job description was developed, however the "upper" Southern Region counties chose a project management model of implementation rather than having one assigned Regional Coordinator due to the large geographic area.
- Advertise, recruit, accept applications and hire two Regional Coordinators. – One Regional Coordinator was hired and worked for about six months before resigning. We are currently in the process of hiring a new Regional Coordinator.
- Conduct a kick off meeting to introduce Phase Two of the Regional Partnership to the counties in the southern region and prospective partners at the end of fiscal year 2008/2009. – Due to the large distance between the counties and travel restrictions, the SCRPP decided not to pursue this activity because of lack of participation due to the long travel time that would be required. Instead of this action, the Regional Coordinator has been attending other Regional groups that are already in existence, such as the Community Colleges Association in order to start to build the collaboration.

#### Strategic Planning and Collaborative Building

- Work within the region to identify all appropriate prospective collaborators for the Regional Partnership and invite those identified to participate. Potential collaborators include educational providers, consumers and family members, members of underrepresented ethnic communities, community based organizations and others in the nine counties as well as the Tri Cities areas of Claremont, La Verne and Pomona. – This activity is still in process. The first Regional Coordinator had started to identify and attend meetings but work is still needed in this area.

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- Develop the strategic plan to include the goals of the partnership. – This activity is complete.
- Share models the partners included in their Workforce Education and Training Plans, Community Supports and Services Plans, and Prevention and Early Intervention Plans for identification of models that can be addressed at a regional level. – This activity is complete for the WET plans. An analysis of all of the activities in each counties WET plan was done to see where crossover occurred. The data from this analysis was used to develop the regional WET plan.
- Discuss models the partners did not include in the Plans outlined in the bullet above that could not be addressed at a County level, but could possibly be addressed at a Regional level. – This activity is underway as part of the monthly meetings between the WET Coordinators and bi-monthly meetings with the Directors.

### **Implementation Phase**

- Identify, define and prioritize projects. – Projects have been identified and defined. An initial prioritization was done by the WET Coordinators; however that will continue to be evaluated as needs change due to the changing economy.
- Implement projects. – Due to the length of time it took for the infrastructure building phase, the implementation phase is just ready to begin. As soon as the new Regional Coordinator is hired, a full scale implementation of all of the activities will be underway.

### **3) Outcomes of Regional Partnership:**

*This section should include outcome information for the regional partnership. Consider both quantitative and qualitative outcomes. Outcomes can be either activity specific and/or more general to the Regional Partnership.*

So far the Southern Counties Regional Partnership has been in an infrastructure building phase. The outcomes so far are:

- Developed an MOU between all 10 counties and got it approved by all Boards of Supervisors and County Counsels. The process took 18 months but was very useful in getting everyone in agreement about the importance of the partnership.
- Developed a work plan with eight identified priorities/projects.
- SCRP support staff is currently in the final stages of securing a contract with USC to begin a three year project to train cultural competency, not only in classes but in actual therapy sessions. This is for the four small “upper” Southern counties- a great leveraging of funding for smaller counties who may have been unable to afford on their own.
- All SCRP counties have provided an IT contact to develop video conferencing technology that will be compatible for all of the counties to be able to use for regional meetings and possibly trainings.
- We have developed a logo and “branding” materials.

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## 4) Funds allocated for activities:

*Please include annual expenditures in the following categories: a) personnel/salaries and related costs, b) direct program operating costs, c) contract/consulting expenses, and d) administrative/indirect costs. Also: include any other costs that may not fit into those categories. Please include a narrative for the "other" costs. Also please note if Regional Partnership funds are being matched or leveraged by other entities for any of the activities.*

### Southern County Regional Partnership Budget for Fiscal Year 2010/2011

#### Personnel/Salary Expenses:

	Salary	Benefits	Total
Public Service Employee	31,842.00	1,446.00	33,288.00
Contract Regional Coordinator	80,555.00	9,089.00	89,644.00
<b>Total Personnel/Salary Expenses</b>			<u>122,932.00</u>

#### Direct Program Operating Costs:

50,930.00

#### Contract/Consulting Expenses:

336,138.00

#### Total Direct Costs

387,068.00

#### Administrative/Indirect Fees

90,000.00

#### Total Cost Fiscal Year 2010/2011

600,000.00

#### Name/Title of Person Completing Report

Mariann Ruffolo, Admin Manager,  
San Bernardino County

#### Date:

October 29, 2010

#### Phone:

(909) 252-4041

#### Email:

mruffolo@dbh.sbcounty.gov



**Mental Health Services Act  
REGIONAL PARTNERSHIP  
Implementation Progress Report**

**Director of Fiscal Sponsor County Attestation**

I hereby certify that I am the official responsible for the administration of county mental health services in and for said Regional Partnership and that the Regional Partnership has complied with all pertinent regulations, laws and statutes for this implementation progress report, including all requirements for the Workforce Education and Training component. Mental Health Services Act funds are and will be used in compliance with Welfare and Institutions Code section 5891 and Title 9 of the California Code of Regulations section 3410, Non-Supplant.

All information in this Implementation Progress Report is true and correct.

Allan Rawland  
Mental Health Director/Designee

  
\_\_\_\_\_  
Signature

10/29/2010  
Date